



DO WHAT'S RIGHT!

We have Ethics and Compliance reporting Cell

Direct Contact: 0739 7 729 880

Online: efcs@mavenmr.com

**All Employees have a duty to report unethical practices and
Non-compliance**

**Speak to your supervisor or report via the Company's Ethics
and Compliance direct number/E-mail**

**Employee identity will be kept confidential as the Employee
have reported the Non-compliance issues in good faith**

**USE THE MAVEN'S CHANNEL (EFCS MAIL & CONTACT) TO REPORT VIOLATION OF THE
CODE OF CONDUCT, CLIENT POLICIES OR LAW**

Maven Marketing Private Limited

New no: 33, Old No: 14, Canal Road, Thiruvanmiyur, Chennai – 600 041. India.

T - +91 44 4301 6500, E- info@mavenmr.com

CIN: U51109TN2013PTC093638



SPEAK UP
HELP PROTECT OUR BUSINESS REPUTATION DON'T KEEP IT TO YOURSELF

**To call the EFCS line Maven employees should simply contact on the direct line
 0739 7 729 880**

Callers who wish to remain anonymous may use “Maven Employee” instead of their own name when placing the call. The caller can state/report the complaint directly to the Compliance Cell interviewer.

MAVEN COMPANY ETHICS AND COMPLIANCE DIRECT LINE WILL WORK FROM 9 A.M TO 6 P.M

We encourage you to raise the issues with your Supervisor or HR department, if you feel comfortable. Otherwise, call or mail the Ethics & Compliance / EFCS direct line, a confidential resource that you may use to report Non-compliance or unethical activity.

<p style="text-align: center;"><u>How the Direct line works</u></p> <ul style="list-style-type: none"> ➤ You may talk freely and anonymously with a specialist ➤ There is no caller ID, nor will the call be recorded ➤ The company has a strict policy on protecting the identity of the Caller for calls made in good faith ➤ Give detailed information – including Who, What, When and Where. ➤ Multilingual interviewers (English, Tamil & Hindi) are available to you 	<p style="text-align: center;"><u>What kind of issues should I call?</u></p> <p><u>BUSINESS AND FINANCIAL CONCERNS</u></p> <ul style="list-style-type: none"> ➤ Antitrust violations, discussing pricing or market share with competitors ➤ Bribery ➤ Falsifying company records of any type: Financials, Sales, or attendance records <p><u>ETHICAL ISSUES</u></p> <ul style="list-style-type: none"> ➤ Accepting kickback from customers or business partners ➤ Conflicts of Interest ➤ Improper use of Company assets ➤ Vandalism, theft or other criminal conduct ➤ Disclosing the Company/Client confidential information to the media, security analyst, or others outside the Company in violation of Company policy ➤ Discrimination ➤ Harassment, including sexual and other forms of harassment ➤ Threat at workplace
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Ravisankar K, CEO

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